

STANDARDS OF DRESS

Dress Code Philosophy: Hickman High School's student dress code supports equitable educational access and is written in a manner that does not reinforce stereotypes. The primary responsibility for a student's attire resides with the student and his/her parent(s) or guardian(s). The school district is responsible for seeing that student attire does not interfere with the health or safety of any student and that student attire does not contribute to a hostile or intimidating atmosphere for any student. To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently and in a manner that does not reinforce or increase marginalization or oppression of any group based on race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income and/or body type/size. Any restrictions to the way a student dresses must be necessary to support the overall educational goals of the school and must be explained within this dress code.

These dress code guidelines shall apply to regular school days and summer school days, as well as any school-related events and activities which may include, but are not limited to: graduation ceremonies, dances and prom, and sporting events.

Students who feel they have been subject to discriminatory enforcement of the dress code should contact the Chief Equity Officer for Columbia Public Schools.

Basic Principle: Per CPS district policy, extremes in dress and/or grooming, which may be health or safety hazards or detract from a desirable educational setting, are inappropriate for school. Certain body parts must be covered for all students at all times. Clothes must be worn in a way such that genitals, buttocks, and nipples are fully covered with opaque fabric. All items listed in the "must wear" and "may wear" categories below must meet this basic principle.

Students must wear*, while following the basic principle above:

- Shirt (with fabric in the front, back, and on the sides under the arms)
- Pants/jeans or the equivalent (for example, a skirt, sweatpants, leggings, a dress or shorts)
- Shoes

*Courses that include attire as part of the curriculum (for example, professionalism, public speaking, and job readiness) may include assignment-specific dress, but should not focus on covering bodies in a particular way or promoting culturally-specific attire. Activity-specific shoe requirements are permitted (for example, athletic shoes for PE).

Students may wear, as long as these items do not violate the basic principle:

- Hats must allow the face to be visible to staff, and not interfere with the line of sight of any student or staff
- Religious headwear
- Hoodie sweatshirts (wearing the hood over the head is allowed, but the face and ears must be visible to school staff)
- Fitted pants, including opaque leggings, yoga pants and "skinny jeans"
- Pajamas
- Ripped jeans, as long as underwear and buttocks are not exposed
- Tank tops, including spaghetti straps; halter tops
- Athletic attire
- Visible waistbands on undergarments or visible straps on undergarments worn under other clothing (as long as this is done in a way that does not violate the "Basic Principal" section above)

Students Cannot Wear:

- Clothing with Violent language or images
- Images or language depicting drugs or alcohol (or any illegal item or activity)
- Hate speech, profanity, pornography
- Images or language that creates a hostile or intimidating environment based on any protected class or consistently marginalized groups
- Any clothing that reveals visible undergarments (visible waistbands and visible straps are allowed)
- Swimsuits (except as required in class or athletic practice)
- Accessories that could be considered dangerous or could be used as a weapon
- Any item that obscures the face or ears (except as a religious observance)

Dress code enforcement: To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently using the requirements below. School administration and staff shall not have discretion to vary the requirements in ways that lead to discriminatory enforcement.

- Students will only be removed from spaces, hallways, or classrooms as a result of a dress code violation as outlined in previous sections.
- Students in violation of the dress code will be provided three (3) options to be dressed more to code during the school day:
 - * Students will be asked to put on their own alternative clothing, if already available at school, to be dressed more to code for the remainder of the day
 - * Students will be provided with temporary school clothing to be dressed more to code for the remainder of the day
 - * If necessary, students' parents may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day
- No student should be affected by dress code enforcement because of racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, and/or body maturity
- School staff shall not enforce the school's dress code more strictly against transgender and gender nonconforming students than other students
- Students should not be shamed or required to display their body in front of others (students, parents, or staff) in school. "Shaming" includes, but is not limited to:
 - * kneeling or bending over to check attire fit
 - * measuring straps, length of shorts, skirts, or dress.
 - * asking students to account for their attire in the classroom or in hallways in front of others